



Recruitment Management System (RMS) Update

RMS HR Users,

Effective July 1, 2016, the RMS will begin using revised race and ethnic categories to accommodate changes made by the Equal Employment Opportunity Commission (EEOC) for the upcoming 2017 EEO-4 Report.

The revised race/ethnic categories are:

- Hispanic or Latino
- White (Non-Hispanic or Latino)
- Black or African American (Non-Hispanic or Latino)
- Asian (Non-Hispanic or Latino)
- Native Hawaiian or Other Pacific Islander (Non-Hispanic or Latino)
- American Indian or Alaska Native (Non-Hispanic or Latino)
- Two or More Races (Non-Hispanic or Latino)

For more information on the definition of these race and ethnic categories, please refer to the EEOC definitions on page 8: https://egov.eeoc.gov/eeo4/pdf/EE04AlternativeForm_Instructions.pdf.

There is no action that you need to take other than to be aware of these changes and use these new categories per your normal practices.

Please remember that agency Human Resources staff may also follow [@RMSResources](#) on Twitter to be notified of website updates like these and other RMS news.

Please submit questions and suggestions to rmsinquiry@dhrm.virginia.gov. We will respond to your email as soon as possible. Thanks!

